


IFC POWERED SERIES - Webinar 8

# Making Grievance Redress Mechanisms work

 24 February 2022

 11:00 am -12:30 pm, Nepal Time

## Introduction

The Powered Webinar series provides member companies of the IFC Powered by Women Nepal initiative with the tools and resources to build knowledge and network to enable them to achieve their commitments to action on gender equality and diversity.

These monthly, one and half hour, interactive webinars feature key speakers on topics linked to the PbW commitments to action, which include enhancing opportunities for women: in leadership, as stakeholders, in non-traditional jobs, and as employees. The focus of this webinar is to provide a first-hand information to the companies in establishing and effectively managing a GRM with a focus on gender inclusion and thus help them build a respectful workplace for both women and men.

### Objectives of the webinar:

- Enhance your understanding about what constitutes a robust Worker's Grievance Redress Mechanism (GRM) with a focus on gender inclusion.
- Learn how companies can prevent gender based violence through effective GRMs at the corporate and project level.
- Hear case examples of companies on their GRM systems and know how their adoption has benefitted workers and companies.



### Audience

The webinar is aimed at Powered by Women leaders, senior management, designated grievance handling officers within the companies and employees (at corporate and site offices) of 19 companies associated with the hydropower industry in Nepal.

## Speaker



### ANDREA CULLINAN

Global Thematic Lead, Gender and Gender-Based Violence, IFC

Andrea Cullinan is the Thematic Lead for Gender and Gender-based violence in the IFC's global Environment, Social and Governance Sustainability Advice and Solutions department. She brings twenty years of expertise as a gender-based violence specialist, previously working with United Nations leading many initiatives aimed at promoting women's rights, innovation, good practices and increased capacity across numerous projects. She has held national, regional and global roles, coordinating efforts to address GBV across multi-stakeholders such as civil society, business, NGOs, donors and government. Andrea has worked extensively across Africa and Asia-Pacific with postings including Sudan, South Sudan, Libya, Ethiopia, Kenya, Indonesia, Philippines, Thailand, Timor Leste, Afghanistan. She brings real-life practical understanding of contextual challenges and support needed to facilitate private sector in development settings.

## Agenda

10:55-11:00	<b>Join the Zoom meeting</b>
11:00-11:10	<b>Welcome Remarks</b> <b>Kate Lazarus</b> , Senior Asia ESG Advisory Lead, IFC
11:10-11:15	<b>Introduction and Agenda</b> <b>Bipina Sharma</b> , PbW Nepal Coordinator, IFC
11:15-12:00	<b>Establishing and Effectively Managing Grievance Redress Mechanism with a focus on enhancing gender inclusion in the workplace</b> <b>Andrea Cullinan</b> , Global Thematic Lead, Gender and Gender-Based Violence, IFC
12:00-12:25	<b>Facilitated Discussions</b> <b>Sophia Tamot</b> , Sustainability Specialist, ESG Advisory, IFC
12:25-12:30	<b>Next Steps and Wrap Up</b> <b>Bipina Sharma</b> , PbW Nepal Coordinator, IFC

Please register for the webinar by 20 February 2022.

[CLICK HERE TO REGISTER](#)

After you have registered, you will receive a confirmation email with a link to the meeting.

IN PARTNERSHIP WITH



Norwegian Ministry of Foreign Affairs



## Powered by Women Nepal

**Powered by Women Nepal** is a timebound initiative that works with renewable energy companies to build the case for gender equality and diversity and enhance business efficiency and sustainability. Nineteen companies have signed up to Powered by Women Nepal commitments to action for gender equality and diversity.

An IFC study carried out between 2019 and 2020 assessed the Nepal hydropower landscape from a gender lens to understand the role of women in the hydropower sector, their contribution to business productivity and opportunities and challenges, thus presenting a unique opportunity for renewable energy companies operating in this landscape to proactively take the lead in initiating positive change in the broader economy. The report can be found [here](#).

## About IFC's Environment, Social and Governance (ESG) Advisory for Asia Pacific

ESG Advisory for Asia Pacific is a key part of our ambition to broaden IFC's influence and deepen its impact in moving the private sector in emerging markets towards sustainability. Our programs across Asia Pacific focus on providing integrated ESG upstream support and offer tailored advice and guidance to clients (public and private sector) in the areas of Corporate Governance, Environmental and Social Risk Management and Governance of E&S. Our advisory services also help support ESG improvements and reform efforts in emerging markets, while leveraging and integrating knowledge tools, expertise, and networks at the global and regional levels.

[www.ifc.org/sustainability](http://www.ifc.org/sustainability)  
[www.ifc.org/hydroadvisory](http://www.ifc.org/hydroadvisory)